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ABSTRACT

Statistical data on student and faculty desegregation supplied by the Jefferson County (Kentucky) Board of Education for the 1978-79 and 1979-80 school years were analyzed. The number of schools not in compliance with school desegregation guidelines was reduced between 1978-79 and 1979-80. The inclusion of first graders in the desegregation plan brought all but twelve schools within the desegregation guidelines for pupil enrollment. Attendance zone adjustments were prepared for the 1980-81 school year to further increase student desegregation. Desegregation criteria for teacher assignments were not met in most high schools and vocational schools, but most elementary and middle schools met, or were close to meeting, faculty desegregation criteria. Every high school and 16 of the 22 middle schools had biracial administrative staffs in 1979-80. (MK)

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Jefferson County School Desegregation Unfinished

Pupil Desegregation Increases But Teacher Gaps Remain

Report for 1978-79 and 1979-80

Staff Report 80-2

Kentucky Commission on Human Rights

701 West Muhammad Ali Boulevard

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H I G H L I G H T S

1. The inclusion of first graders in the desegregation plan reduced the number of schools outside the enrollment guidelines to 12. The number of schools outside the guidelines in previous years fluctuated from 32 in 1975-76, to 16 in 1976-77, to 21 in 1977-78, and to 24 in 1978-79.

2. School officials have failed to meet the desegregation criteria for teacher assignments in the high schools where the proportion of black teachers ranged from a low of seven percent at Atherton, a former white school, to a high of 20 percent at Shawnee, a former black school. Only three of the 25 high schools met the standard of 12 percent black teachers established for teacher desegregation.

3. As with the high schools, teacher assignments at the vocational schools showed a continuing pattern of racial identity with 19 of the 23 black vocational teachers assigned to three of the eight vocational programs.

4. Of the 96 elementary schools, 61 met the Singleton goal of 20 percent black faculty. Of the 35 elementary schools that did not meet the Singleton goal, 20 percent black teaching staffs could be reached by reassigning a single teacher.

5. Of the 22 middle schools, ten met the Singleton goal of 19 percent black teachers, while nine others were only one teacher reassignment away from the goal. Southern, Traditional and Kammerer would require two teacher reassignments at each to meet the Singleton goal.

6. Every high school had a bi-racial administrative staff and 16 of the 22 middle schools had bi-racial administrative staffs in 1979-80.

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PREFACE

This staff report on the status of student and faculty desegregation in the Jefferson County Public Schools covers the 1978-79 and 1979-80 school years. The analysis is based on statistical data supplied by the Jefferson County Board of Education for November 1978 and November 1979.

The following reports on the Jefferson County Public Schools and the former Louisville Independent Schools were prepared by staff of the Kentucky Commission on Human Rights:

Louisville School System Retreats to Segregation, March 1972.

Southern Cities - except Louisville - Desegregate Schools, May 1972.

Segregation Persists in Jefferson County Schools 1975-76, April 1976.

Vestiges of Segregation Remain in Jefferson County Schools, February 1977.

Jefferson County Schools Still Haven't Met Teacher Assignment Order, September 1977.

Segregation Increases in Jefferson County Schools, November 1977.

Jefferson County Schools Reduce Teacher Segregation, December 1977.

Jefferson County Schools Miss Desegregation Goals, April 1978.

DESEGREGATION EFFORT UNFINISHED

The inclusion of first graders in the desegregation plan for the Jefferson County Public Schools cut in half the number of schools outside pupil desegregation guidelines. There were 12 schools beyond the guidelines in November 1979 compared to 24 in October 1978.

Pupil enrollments in regular program schools were closer to reflecting the racial guidelines than at anytime since the desegregation plan was implemented in the fall of 1975. The pupil desegregation guidelines range from 12 percent to 40 percent black students for the elementary schools and 12.5 to 35 percent black students for the secondary schools.

The number of schools outside student desegregation guidelines in previous years fluctuated from 32 in 1975-76, to 16 in 1976-77, to 21 in 1977-78.

Data for the Jefferson County Public Schools as of November 1979 also show:

* Only three of the 25 high schools had teaching staffs reflecting the system-wide proportion of 12 percent black teachers.

* Little desegregation of vocational teachers had occurred with 19 of the 23 black vocational teachers assigned to three of the eight vocational schools.

* Every high school had a bi-racial administrative staff and 16 of the 22 middle schools had bi-racial administrative staffs.

School officials have prepared attendance zone adjustments and revisions to the schools clustered for desegregation that will further increase student desegregation in the 1980-81 school year. With those changes it is possible that in future years the schools can be operated within the student desegregation guidelines by adjusting attendance zone boundaries.

TABLE A

Racial Composition of Schools Outside
Student Enrollment Guidelines, 1978 and 1979

Elementary Schools
(Elementary Guideline - 12% to 40% Black Students)

1978				1979			
School	Black	White	% Black	School	B	W	%B
Cane Run	164	219	42.8	Breckinridge	168	221	43.1
Foster	146	91	61.6	Cane Run	160	187	46.1
J.F. Kennedy	231	236	49.4	Hartstern	336	260	56.3
Schaffner	171	216	44.1	Luhr	234	251	48.2
Shawnee	130	156	45.4	Mill Creek	201	269	42.7
Young	250	255	49.5	Portland	164	191	46.1
Brandeis	170	160	51.5	Price	218	164	57.0
Parkland	162	210	43.5	Rangeland	261	238	52.3
Hartstern	285	289	49.6	Schaffner	170	159	51.6
Price	276	218	55.8	Shryock	105	140	42.8
McFerran	213	187	53.2				
Luhr	190	270	41.3				
Rangeland	290	325	47.1				
Wheatley	173	242	41.6				
C. Taylor	219	276	44.2				
Breckenridge	195	215	47.5				
Portland	165	230	41.7				
King	214	223	48.9				

Secondary Schools
(Secondary Guideline - 12.5% to 35% Black Students)

Newburg M.	337	374	47.3	Newburg M.	326	346	48.5
Manual High	798	1,466	35.2	Williams M.	175	281	38.5

MORE FORMER COUNTY SCHOOLS OUTSIDE GUIDELINES

In previous years many of the schools outside the student desegregation guidelines were former city schools, but in the 1979-80 school year, 10 of the 12 schools over the guidelines were former county schools. Breckinridge Elementary and Portland Elementary, both of which were exempt from the transportation phase of the desegregation plan, were the only former city schools above the 40 percent black student guideline (Table A). Before first graders were included in the desegregation plan, as many as 14 elementary schools in Louisville's west end had more that 40 percent black students.

In the 1979-80 school year, two former county elementary schools had more than 40 percent black students for the first time since 1975. Those schools were Mill Creek Elementary with 42.7 percent black students and Shryock Elementary with 42.8 percent black students.

Two former county middle schools exceeded the desegregation guidelines of 35 percent black pupils for secondary schools. Newburg Middle School had 48.5 percent black students in 1979-80, up from 47.5 percent in 1978-79. And Williams Middle School fell outside the guidelines for the first time with 38.5 percent black students.

IMBALANCE GROWS AT PAIRED SCHOOLS

The six paired schools, Cane Run-Schaffner, Price-Hartstern and Rangeland-Luhr, have all shown steady increases in the proportion of black students in recent years and all had more than 40 percent black students in the 1979-80 school year (Table B).

At Cane Run-Schaffner the percentage of black students increased from a combined total of 34.1 percent in 1975 to 49.5 percent in 1979-80.

The percentage of black students at Price-Hartstern increased from 35.1 percent to 56.6 percent between 1975 and 1979-80.

And Rangeland-Luhr increased from 28.2 percent black students to 50.8 percent black students in the five years since the desegregation plan was implemented.

These six schools were paired when the desegregation plan was drawn up because the racial composition of pupils from the combined attendance areas fell within the guidelines established in the desegregation plan. But with the yearly increases in the proportion of black students attending these schools, the paired schools can no longer meet the criteria for pupil desegregation.

TABLE B

Racial Composition of Paired Schools 1975-1979

	1975			1976			1977			1978			1979		
	Black	White	% Black	B	W	% B	B	W	% B	B	W	% B	B	W	% B
Price	207	296	41.2	239	266	47.3	272	256	51.5	276	218	55.8	218	164	57.0
Hartstern	202	438	31.6	229	375	37.9	244	328	42.6	285	289	39.6	336	260	56.3
Total	409	734	35.6	468	641	42.2	516	584	46.9	561	507	52.5	554	424	56.6
Rangeland	186	367	33.6	241	388	38.7	275	330	45.4	290	325	47.1	261	238	52.3
Luhr	130	437	22.9	148	399	27.0	176	326	35.0	190	270	41.3	234	251	48.2
Total	316	804	28.2	389	787	33.1	451	656	40.7	480	595	44.7	495	489	50.8
Cane Run	174	290	37.5	156	260	37.5	186	214	46.3	164	219	42.8	160	187	46.1
Schaffner	142	321	30.7	129	274	32.0	143	237	37.6	171	216	44.1	170	159	51.6
Total	316	611	34.1	285	534	34.8	328	451	42.1	335	435	43.5	330	336	49.5

IMBALANCE REMAINS FOR HIGH SCHOOL TEACHERS

School officials have failed to meet the desegregation criteria for teacher assignments in the high schools where the proportion of black teachers range from a low of seven percent at Atherton, a former white school, to a high of 20 percent at Shawnee, a former black school. Only three of the 25 high schools meet the standard of 12 percent black teachers established for teacher desegregation.

The requirements of staff desegregation were set on July 30, 1975, when U. S. District Judge James Gordon specified a Singleton plan for the desegregation of teachers, administrators and counselors. That plan calls for the assignment of school employees in each school to reflect the system-wide proportion of black and white employees.[1]

System-wide, 12 percent of the high school teachers were black as of November 1979, but only three of the 25 high schools had 12 percent black teachers (Table C). Of the remaining high schools, 16 would require two or more teacher exchanges to achieve a faculty reflecting 12 percent black teachers.

Shawnee High School had the greatest concentration of black teachers at 20 percent and needs to exchange four black teachers with white teachers. Thomas Jefferson with 18 percent black teachers and Iroquois with 17 percent black teachers each had a surplus of five black teachers. Manual and Western each had a surplus of four black teachers, while Central had a surplus of three black teachers.

Of the schools over the Singleton standard, Shawnee, Central, Manual and Thomas Jefferson stand out as schools with teaching staff markedly different from former white high schools in the east end of Jefferson County where most of the high schools with the lowest percentages of black teachers are located.

Atherton had the lowest proportion of black teachers of the east end schools with seven percent black teachers, followed

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[1] Singleton v. Jackson Municipal Separate School District, 7 EPD 7819 (1969), requires that the ratio of minority group and majority group Student Serving Personnel in each school must be substantially the same as the ratio throughout the school system. The ruling states: "...The principals, teachers, teacher aides and other staff who work directly with children at a school shall be so assigned that in no case will the racial composition of a staff indicate that a school is intended for Negro students or white students . . . the district shall assign the staff described above so that the ratio of Negro teachers to white teachers in each school, and the ratio of other staff in each, are substantially the same as each such ratio is to the teachers and other staff, respectively, in the entire school system."

TABLE C

High School Teachers by Race and Black Teacher Gap*
1978-79 and 1979-80

School	Teachers 1978-79 White	Black	% Black	Gap	Teachers 1979-80 W	B	% B	Gap
Ahrens	47	8	14	-1	44	7	14	-1
Atherton	60	8	12	-	57	4	7	+3
Ballard	72	9	11	+1	68	6	8	+3
Butler	71	10	12	-	56	10	15	-2
Central	62	13	17	-4	59	12	17	-3
Doss	57	8	12	-	62	9	13	-
Durrett	58	8	12	-	64	9	12	-
Eastern	54	7	12	-	50	6	11	+1
Fairdale	57	8	11	+1	60	7	10	+1
Fern Creek	71	10	12	-	67	10	14	-1
Iroquois	71	18	20	-6	71	15	17	-5
T. Jefferson	77	14	15	-3	75	16	18	-5
Jeffersontown	70	6	8	+3	66	6	8	+3
Male	32	7	18	-2	45	8	15	-2
Manual	79	16	17	-5	79	15	16	-4
Moore	77	11	13	-	69	9	12	-
Pleasure Ridge	79	8	9	+3	74	9	11	+1
Seneca	51	4	7	+2	46	4	8	+2
Shawnee	46	10	18	-3	45	11	20	-4
Southern	79	9	10	+2	73	7	9	+3
Stuart	70	7	9	+2	62	5	8	+3
Valley	60	5	8	+3	53	6	10	+1
Waggener	59	4	6	+4	62	5	8	+3
Western	70	13	16	-3	65	13	17	-4
Westport	63	8	11	+1	55	5	8	+2

*Change needed in the number of black teachers at a school to achieve a black teacher percentage equal to the system-wide ratio of 12 percent black teachers. For example, Jeffersontown needs three more black teachers to bring it within the ratio.

by Ballard, Jeffersontown, Seneca, Waggener and Westport, all with eight percent black teachers. It would take the addition of two or three black teachers at each of these schools to achieve the Singleton standard of 12 percent black teachers.

Also among high schools with the lowest proportion of black teachers were Stuart, with eight percent black teachers, and Southern, with nine percent black teachers, and each needing three additional black teachers.

VOCATIONAL SCHOOLS SHOW RACIAL IDENTITY

As with the high schools, teacher assignments at the vocational schools showed a continuing pattern of racial identity in the 1979-80 school year. Black vocational teachers were concentrated at Ahrens, Detrick and Mill Creek, where 19 of the 23 black vocational teachers were assigned.

System-wide, 13.7 percent of the vocational teachers were black, but the percentage of black vocational teachers at Ahrens is 30.4 percent, at Detrick it's 28.6 percent, and 23.5 percent at Mill Creek (Table D).

In contrast to those vocational programs, Fairdale, Jeffersontown, Lyndon and Westport had one black vocational teacher at each and there were no black vocational teachers assigned to the program at Pleasure Ridge Park.

Changes in the assignment of black teachers at the vocational schools in recent years fell short of significantly altering the racial disparity between the vocational programs. After the 1977-78 school year, one black teacher was added to the program at Westport, and one black teacher was added to Jeffersontown after the 1978-79 school year. While these changes are in the right direction, the teaching staffs at these schools were below the system-wide proportion and did not reduce the concentration of eight black teachers at Detrick, seven black teachers at Ahrens and four black teachers at Mill Creek.

TABLE D
Total, Black, and Percent Black Teachers in Jefferson County Vocational Schools 1978-79 and 1979-80

	1978-79			1979-80		
	Total	Black	% Black	Total	Black	% Black
Ahrens	22	8	36.4	23	7	30.4
Detrick	28	7	25.0	28	8	28.6
Fairdale	18	0	0.0	20	1	5.0
Jeffersontown	18	2	11.1	19	1	5.3
Lyndon	16	1	6.3	16	1	6.3
Mill Creek	15	4	26.7	17	4	23.5
Pleasure Ridge	23	0	0.0	24	0	0.0
Westport	19	1	5.3	21	1	4.8
Total	159	23	14.5	168	23	13.7

TEACHER DESEGREGATION FALLS SHORT FOR ELEMENTARY AND MIDDLE SCHOOLS

While a larger number of elementary and middle schools reflect the system-wide proportion of black teachers, school officials fell short of completing the reassignments needed to reach the Singleton goal of 20 percent black teachers in the elementary schools and 19 percent black teachers in the middle schools.

In 1979-80, 61 of the 96 elementary schools had a balanced faculty of 20 percent black teachers and 80 percent white teachers. But while the number of elementary schools reaching the Singleton goal has increased each year since 1976-77, the rate of improvement has slowed down.

There were 27 elementary schools that met the Singleton goal in 1976-77 and that figure rose to 58 in the 1977-78 school year. Only one additional school met the goal during the 1978-79 school year and only two more in 1979-80 to bring the total to 61 elementary schools. That left 35 elementary schools where further teacher reassignments are needed.

Of the 35 elementary schools that did not meet the Singleton goal in 1979-80, full teacher desegregation could be accomplished at 33 by reassigning a single teacher. At Layne, with 14 percent black teachers, and Greathouse, with 12 percent black teachers, the Singleton goal could be met with two additional black teachers at each.

Of the 22 middle schools, ten met the Singleton goal of 19 percent black teachers in the 1979-80 school year, while nine others were only one teacher reassignment away from complete teacher desegregation. Southern, Traditional and Kammerer would require two teacher reassignments at each to met the Singleton goal.

Teacher desegregation for the middle schools has shown no change in recent years. In 1977-78, ten middle schools met the Singleton goal, and ten middle schools met the goal in 1978-79.

ADMINISTRATIVE REGIONS NEARLY BALANCED

While the placement of high school teachers continued to show imbalance at some schools, the distribution of teachers and administrators (principals, assistant principals and counselors) in the administrative regions were stable in 1978-79 and 1979-80 and showed a nearly uniform assignment of black and white employees.

The administrative regions are pie-shaped geographic areas extending from the city to the Jefferson County border. Region I consists of schools in western Louisville and western Jefferson

TABLE E

Teachers by Race for Adminisatrative Regions
1978-79 and 1979-80

	Elementary			Middle			High		
	White	Black	%Black	W	B	%B	W	B	%B
Region I	407	103	20.2	89	25	21.9	417	63	13.1
Region II	371	98	20.9	175	39	18.2	365	58	13.7
Region III	424	97	18.6	82	22	21.1	350	48	12.1
Region IV	389	100	20.4	163	35	17.7	395	45	10.2
Total	1591	398	20.1	509	121	19.2	1527	214	12.3

1978-79

	Elementary			Middle			High		
	White	Black	%Black	W	B	%B	W	B	%B
Region I	415	106	20.3	100	24	19.4	453	61	11.8
Region II	393	105	21.1	174	34	16.3	358	61	14.5
Region III	434	104	19.3	95	24	20.2	374	50	11.7
Region IV	389	100	20.4	165	38	18.7	417	57	12.0
Total	1631	425	20.2	534	120	18.3	1602	229	12.5

TABLE F

Administrators by Race for Administrative
Regions 1978-79 and 1979-80

	Elementary			Middle			High		
	White	Black	%Black	W	B	%B	W	B	%B
Region I	36.5	9	19.8	11	4	26.6	41	7	14.6
Region II	36	6	14.2	19	4	17.4	36	8	18.2
Region III	32.5	9	21.7	10	3	23.1	34	5	12.8
Region IV	35	8	18.6	14	6	30.0	37	7	15.9
Total	140	32	18.6	54	17	23.9	148	27	15.4

	Elementary			Middle			High		
	White	Black	%Black	W	B	%B	W	B	%B
Region I	34.5	5.5	13.8	11	4	26.7	44	8	15.4
Region II	32.5	4.5	12.2	16	4	20.0	35	6	14.6
Region III	33	7.5	17.3	10	3	23.1	33	5	13.2
Region IV	33	8	19.5	13	6	31.6	41	7	14.5
Total	133	25	15.8	50	17	25.4	153	26	14.5

County. Region II is made up of schools in southern Louisville and south-central Jefferson County. Schools in eastern Louisville and southeastern Jefferson County make up Region III. Region IV consists of schools in the northern and eastern sections of Louisville and eastern Jefferson County.

Systemwide, 20.1 percent of the elementary teachers were black in 1979-80 and the proportion of black elementary teachers in the administrative regions ranged from 18.6 percent in Region III to 20.9 percent in Region II. In 1978 the range was 19.3 percent in Region III to 21.1 percent in Region II.

In the middle schools, 19.2 percent of the teachers were black in 1979-80, and the regions ranged from 17.7 percent black teachers in Region IV to 21.9 percent in Region I. The middle school teachers ranged from 16.3 percent black in Region II to 20.2 percent in Region III in 1978-79.

In 1979-80, 12.3 percent of the high school teachers were black while the proportion in the regions ranged from 10.2 percent in Region IV to 13.7 percent in Region II. In 1978-79, the range was from 11.7 percent in Region III to 14.5 percent in Region II.

The distribution of administrators in the elementary schools ranged from 14.2 percent black in Region II to 21.7 percent black in Region III in 1979-80 when 18.6 percent of the elementary school administrators were black. In 1978-79, black administrators ranged from 12.2 percent in Region II to 19.5 percent in Region IV.

At the middle school level, 23.9 percent of the administrators were black in 1979-80 and the regions ranged from 17.4 percent black in Region II to 30.0 percent black in Region IV. The middle school administrators ranged from 20 percent black in Region II to 31.6 percent black in Region IV in 1978-79.

At the high school level, 15.4 percent of the administrators were black in 1979-80 and the regions ranged from 12.8 percent black in Region III to 18.2 percent black in Region II. In 1978-79, administrators ranged from 13.2 percent black in Region III to 15.4 percent black in Region I.

CONCLUSIONS

Including first graders in the desegregation plan brought all but twelve of the schools within the desegregation guidelines for pupil enrollment. And school officials have prepared attendance zone adjustments and cluster revisions for implementation in the 1980-81 school year that will further increase student desegregation.

The revisions to attendance zones and school clusters prepared by school officials accommodate the need to achieve student racial balance and adapt to population changes in Jefferson County. While school officials clearly have the responsibility to make adjustments, these are the first since the school desegregation plan was implemented in 1975.

Yet the need for attendance zone changes and cluster revisions became apparent as early as 1977 when the paired elementary schools began to exceed the guidelines for student desegregation. And there is a strong likelihood that further attendance zone revisions will be needed in future years.

Over half of the black families with school age children certified for the Section 8 Housing Assistance Program choose housing in mostly white neighborhoods since the program started in 1975. With the success of the Section 8 program in helping expand the housing choices of black families, more housing desegregation could mean more schools exempt from busing in the future.

Before school desegregation was ordered, school officials routinely made attendance zone revisions, sometimes every year, to accommodate new subdivisions and population changes. The same approach should be taken in future years to make changes that facilitate school desegregation and when possible reduce busing.

While school officials have taken the initiative in developing changes for the 1980-81 school year that will increase pupil desegregation and reduce busing, they have failed year after year to bring the teaching staffs in the high schools and vocational schools into compliance with desegregation guidelines. Further reassignments are needed to achieve the Singleton standard for teaching staffs. School officials should take the initiative and make the necessary teacher reassignments before the 1980-81 school year begins.

APPENDIX A

Administrators by Race for Jefferson County Schools
by Administrative Region 1978-79 and 1979-80

Region I

	1978-79			1979-80		
Elementary	White	Black	% Black	White	Black	% Black
Cane Run	1.5	0	0	1.5	0	0
Crums Lane	2	0	0	1.5	0	0
Dixie	1.5	0	0	2	0	0
Eisenhower	1.5	0	0	2	0	0
Foster	.5	1	67	.5	1	67
Greenwood	.5	1	67	.5	1	67
Gutermuth	1.5	0	0	1	.5	33
Johnsontown	1.5	0	0	2	0	0
Kerrick	.5	1	67	.5	1	67
J. Kennedy	1.5	0	0	1	1	50
King	1	.5	33	1	1	50
Layne	2	0	0	2	0	0
Medora	1.5	0	0	1	1	50
Mill Creek	2	0	0	2	0	0
Sanders	1.5	0	0	2	0	0
Schaffner	1.5	0	0	2	0	0
Schacklette	1.5	0	0	1	.5	33
Shawnee	1	.5	33	2	0	0
Stonestreet	1.5	0	0	2	0	0
Trunnell	2	0	0	2	0	0
Waller	.5	1	67	.5	1	67
Watson Lane	2	0	0	2	0	0
Wellington	1.5	0	0	2	0	0
Wilkerson	1	.5	33	1	1	50
Young	1.5	0	0	1.5	0	0
Total	34.5	5.5	13.8	36.5	9	19.8

Middle	White	Black	% Black	White	Black	% Black
Conway	3	0	0	3	0	0
DuValle	1	2	67	1	2	66
Frost	3	0	0	3	0	0
Shawnee	2	1	33	2	1	33
Williams	2	1	33	2	1	33
Total	11	4	26.7	11	4	26.6

High	White	Black	% Black	White	Black	% Black
Butler	6	1	14	6	1	14
Doss	6	1	14	5	1	17
Pleasure RP	7	1	13	7	1	13
Shawnee	4	2	33	5	1	17
Stuart	8	1	11	6	1	14
Western	7	1	13	5	1	17
Valley	6	1	14	7	1	13
Total	44	8	15.4	41	7	14.6

APPENDIX A (Continued)

Region II

	1978-79			1979-80		
Elementary	White	Black	% Black	White	Black	% Black
Auburndale	2	0	0	2	0	0
Bashford	1.5	0	0	1.5	0	0
Brandeis	1	.5	33	2	0	0
Camp Taylor	1.5	0	0	2	0	0
Carter T.	1	1	50	1	.5	33
Cochran	1.5	0	0	1	1	50
Coral Ridge	1.5	0	0	2	0	0
Fairdale	2	0	0	2	0	0
Frayser	1.5	0	0	1	1	50
Gilmore Lane	1.5	0	0	1.5	0	0
Goldsmith	1.5	0	0	1.5	0	0
Hazelwood	2	0	0	2	0	0
Jacob	.5	1	67	.5	1	67
Johnston	1	.5	33	2	0	0
Kenwood	1	.5	33	1	.5	33
Klondike	1.5	0	0	1.5	0	0
Lowell	1.5	0	0	1	1	50
Minors Lane	1.5	0	0	2	0	0
Parkland	.5	1	67	1	1	50
Prestonia	1.5	0	0	1.5	0	0
Rutherford	2	0	0	2	0	0
Semple	1.5	0	0	2	0	0
Shelby	1.5	0	0	2	0	0
Total	32.5	4.5	12.2	36	6	14.2

Middle	White	Black	% Black	White	Black	% Black
Bruce	2	1	33	2	1	33
Lassiter	2	1	33	2	1	33
Myers	3	0	0	3	0	0
Noe	3	1	25	3	1	25
Southern	3	1	25	3	1	25
Traditional	3	0	0	3	0	0
Total	16	4	20	19	4	17.4

High	White	Black	% Black	White	Black	% Black
Durrett	7	1	13	6	2	25
Fairdale	6	1	14	6	1	14
Iroquois	7	1	13	7	1	13
Male T.	3	1	25	4	2	33
Manual	7	1	13	8	1	11
Seneca	5	1	17	5	1	17
Total	35	6	14.6	36	8	18.2

APPENDIX A (Continued)

Region III

	1978-79			1979-80		
Elementary	White	Black	% Black	White	Black	% Black
Audubon T.	2	0	0	2	0	0
Bates	1.5	0	0	1.5	0	0
Blake	1	1	50	1	1	50
Bluelick	2	0	0	1.5	0	0
Cochrane	1	1	50	1	1	50
Fern Creek	.5	1	67	1	1	50
Filson	1.5	0	0	2	0	0
Hartstern	2	0	0	2	0	0
Indian Trail	.5	1	67	.5	1	67
Jeffersontown	2	0	0	2	0	0
A. Kennedy	2	0	0	1.5	0	0
Laukhuf	2	0	0	2	0	0
Luhr	1	.5	33	1	1	50
McFerran	1	.5	33	1	1	50
Okolona	1.5	0	0	1.5	0	0
Price	.5	1	67	.5	1	67
Rangeland	2	0	0	2	0	0
Slaughter	1	.5	33	1	1	50
Smyrna	2	0	0	2	0	0
Watterson	1.5	0	0	1.5	0	0
Wheatley	2	0	0	2	0	0
Wheeler	2	0	0	1.5	0	0
Wilt	.5	1	67	.5	1	67
Total	33	7.5	17.3	32.5	9	21.7

Middle	White	Black	% Black	White	Black	% Black
Carrithers	3	0	0	3	0	0
Knight	2	1	33	2	1	33
Newburg	3	1	25	3	1	25
Parkland	2	1	33	2	1	33
Total	10	3	23	10	3	23

High	White	Black	% Black	White	Black	% Black
Fern Creek	7	1	13	7	1	13
T. Jefferson	7	1	13	6	1	14
Jeffersontown	6	1	14	7	1	13
Moore	6	1	14	7	1	13
Southern	7	1	13	7	1	13
Total	33	5	13.2	34	5	12.8

APPENDIX A (Continued)

Region IV

	1978-79			1979-80		
Elementary	White	Black	% Black	White	Black	% Black
Atkinson	1	1	50	1	1	50
Bloom	1.5	0	0	1.5	0	0
Bowen	1.5	0	0	2	0	0
Byck	1.5	0	0	2	0	0
Breckinridge	1.5	0	0	2	0	0
Chenoweth	1.5	0	0	1.5	0	0
C. Taylor	1	1	50	1	1	50
Dunn	1.5	0	0	1.5	0	0
Englehard	1.5	0	0	1	1	50
Field	.5	1	67	.5	1	67
Franklin	.5	1	67	.5	1	67
Greathouse T.	1	1	50	1	1	50
Hawthorne	1.5	0	0	1.5	0	0
Hite	1.5	0	0	1.5	0	0
Lincoln	1	15	33	2	0	0
Lowe	2	0	0	1.5	0	0
Norton	2	0	0	2	0	0
Middletown	1	1	50	.5	1	67
Portland	1.5	0	0	2	0	0
Roosevelt	1.5	0	0	2	0	0
Shryock	1.5	0	0	1.5	0	0
Stivers	1.5	0	0	1.5	0	0
St. Matthews	1.5	0	0	1.5	0	0
Z. Taylor	1	.5	33	1.5	0	0
Wilder	1	1	50	.5	1	67
Total	33	8	19.5	35	8	18.6

Middle	White	Black	% Black	White	Black	% Black
Barret	2	1	33	2	1	33
Crosby	2	1	33	3	1	25
Highland	2	1	33	2	1	33
Kammerer	2	1	33	3	1	25
Meyzeek	3	1	25	2	1	33
Western	2	1	33	2	1	33
Total	13	6	31.6	14	6	30

High	White	Black	% Black	White	Black	% Black
Ahrens	5	1	17	5	1	17
Atherton	6	1	14	4	1	20
Ballard	7	1	13	7	1	13
Central	6	1	14	6	1	14
Eastern	5	1	17	5	1	17
Waggener	6	1	14	5	1	17
Westport	6	1	14	5	1	17
Total	41	7	14.5	37	7	15.9

APPENDIX B

Teachers by Race for Jefferson County Schools by Administrative Region 1978-79 and 1979-80

Region I

	1978-79				1979-80			
Elementary	W	B	% B	Gap	W	B	% B	Gap
Cane Run	14	4	22	-	14	4	22	-
Crums Lane	21	4	16	+1	20	5	20	-
Dixie	16	4	20	-	17	4	19	-
Eisenhower	20	4	17	-	19	5	21	-
Foster	9	3	25	-	9	3	25	-
Greenwood	15	5	25	-1	15	5	25	-1
Gutermuth	13	3	19	-	13	3	19	-
Johnsontown	17	4	19	-	17	4	19	-
Kerrick	15	4	21	-	18	4	18	-
J. Kennedy	22	7	24	-1	17	6	26	-1
King	19	5	21	-	16	3	16	+1
Layne	20	5	20	-	24	4	14	+2
Medora	17	4	19	-	19	4	17	-
Mill Creek	16	5	24	-1	17	3	15	+1
Sanders	15	5	25	-1	14	5	26	-1
Schaffner	13	4	24	-1	12	4	25	-1
Schacklette	13	4	24	-1	13	3	19	-
Shawnee	13	4	24	-1	13	4	24	-1
Stonestreet	17	4	19	-	16	5	24	-1
Trunnell	21	4	16	+1	17	5	23	-
Waller	16	4	20	-	13	2	15	+1
Watson Lane	27	5	16	+1	27	6	18	-
Wellington	15	3	17	+1	18	5	22	-
Wilkerson	11	3	21	-	12	3	20	-
Young	20	5	20	-	17	4	19	-
Total	415	106	20.3	-1	407	103	20.2	-1
Middle	W	B	% B	Gap	W	B	% B	Gap
Conway	20	6	23	-1	17	5	23	-1
DuValle	17	5	23	-1	19	6	24	-1
Frost	23	4	15	+1	20	5	20	-
Shawnee	22	5	17	-	17	5	23	-1
Williams	18	4	18	-	16	4	20	-
Total	100	24	19.4	-1	89	25	21.9	-3
High	W	B	% B	Gap	W	B	% B	Gap
Butler	71	10	12	-	56	10	15	-2
Doss	57	8	12	-	62	9	13	-
Pleasure RP	79	8	9	+3	74	9	11	+1
Shawnee	46	10	18	-3	45	11	20	-4
Stuart	70	7	9	+2	62	5	8	+3
Valley	70	13	16	-3	53	6	10	+1
Western	60	5	8	+3	65	13	17	-4
Total	453	61	11.8	+3	417	63	13.1	-4

APPENDIX B (Continued)

Region II

	1978-79				1979-80			
Elementary	W	B	% B	Gap	W	B	% B	Gap
Auburndale	20	5	20	-	19	4	17	-
Bashford	13	3	19	-	12	3	20	-
Brandeis	12	4	25	-1	13	3	19	-
Camp Taylor	15	3	17	-	11	2	15	+1
Carter T.	16	4	20	-	19	5	21	-
Cochran	12	4	25	-1	10	4	29	-1
Coral Ridge	17	4	19	-	16	4	20	-
Fairdale	17	4	19	-	20	4	17	-
Frayser	18	6	25	-1	19	6	24	-1
Gilmore Lane	20	5	20	-	18	5	22	-
Goldsmith	19	4	17	-	17	4	19	-
Hazelwood	26	9	26	-2	26	7	21	-
Jacob	19	6	24	-1	16	5	24	-1
Johnston	12	4	25	-1	12	4	25	-1
Kenwood	17	5	23	-	16	3	16	+1
Klondike	14	4	22	-	14	5	26	-1
Lowell	16	5	24	-1	14	4	22	-
Minors Lane	22	4	15	+1	19	4	17	-
Parkland	15	5	25	-1	14	4	22	-
Prestonia	15	3	17	-	14	3	18	-
Rutherford	24	6	20	-	20	6	23	-1
Semple	17	4	19	-	15	4	21	-
Shelby	17	4	19	-	17	5	23	-
Total	393	105	21.1	-5	371	98	20.9	-4
Middle	W	B	% B	Gap	W	B	% B	Gap
Bruce	26	5	16	-	24	5	17	-
Lassiter	22	4	15	+1	20	4	17	-
Myers	25	6	19	-	24	7	23	-1
Noe	36	8	18	-	32	7	18	-
Southern	36	8	18	-	30	10	25	-2
Traditional	29	3	9	+3	29	3	9	+2
Total	174	34	16.3	+4	175	39	18.2	+2
High	W	B	% B	Gap	W	B	% B	Gap
Durrett	58	8	12	-	64	9	12	-
Fairdale	67	8	11	+1	60	7	10	+1
Iroquois	71	18	20	-6	71	15	17	-5
Male T.	32	7	18	-2	45	8	15	-2
Manual	79	16	17	-5	79	15	16	-4
Seneca	51	4	7	+2	46	4	8	+2
Total	358	61	14.5	-9	365	58	13.7	-6

APPENDIX B (Continued)

Region III

	1978-79				1979-80			
Elementary	W	B	% B	Gap	W	B	% B	Gap
Audubon T.	20	4	17	-	22	4	15	+1
Bates	17	4	19	-	16	4	20	-
Blake	17	4	19	-	17	3	15	+1
Bluelick	22	6	21	-	21	5	19	-
Cochrane	16	3	16	+1	16	4	29	-1
Fern Creek	18	5	22	-	20	5	20	-
Filson	16	3	16	+1	14	3	18	-
Hartstern	20	4	17	+1	24	4	14	+1
Indian Trail	20	6	23	-1	17	5	23	-
Jeffersontown	21	6	22	-	21	5	19	-
A. Kennedy	20	4	17	+1	22	4	15	+1
Laukhuf	23	4	15	+1	23	4	15	+1
Luhr	17	4	19	-	18	3	14	+1
McFerran	18	5	24	-	17	3	15	+1
Okolona	18	4	18	-	20	4	17	-
Price	18	6	25	-1	16	6	27	-1
Rangeland	22	5	19	-	17	5	23	-
Slaughter	20	4	17	-	17	5	23	-
Smyrna	21	5	19	-	20	5	20	-
Watterson	17	4	19	-	14	3	18	-
Wheatley	18	5	22	-	15	5	25	-1
Wheeler	20	4	17	-	18	4	18	-
Wilt	15	5	25	-1	19	4	17	-
Total	434	104	19.3	+5	424	97	18.6	+7

Middle	W	B	% B	Gap	W	B	% B	Gap
Carrithers	26	7	21	-1	20	5	20	-
Knight	25	6	19	-	24	7	23	-1
Newburg	26	7	21	-1	21	6	22	-1
Parkland	18	4	18	-	17	4	19	-
Total	95	24	20.2	-2	82	22	21.1	-2

High	W	B	% B	Gap	W	B	% B	Gap
Fern Creek	71	10	12	-	67	10	14	-1
T. Jefferson	77	14	15	-3	75	16	18	-5
Jeffersontown	70	6	8	+3	66	6	8	+3
Moore	77	11	13	-	69	9	12	-
Southern	79	9	10	+2	73	7	9	+3
Total	374	50	11.7	+3	350	48	12.1	+1

APPENDIX B (Continued)

Region IV

	1978-79				1979-80			
Elementary	W	B	% B	Gap	W	B	% B	Gap
Atkinson	23	7	23	-1	24	8	25	-1
Bloom	10	3	23	-	10	3	23	-
Bowen	14	4	22	-	15	3	17	-
Byck	16	4	20	-	15	4	21	-
Breckinridge	16	5	24	-1	16	4	20	-
Chenoweth	12	3	20	-	11	3	21	-
C. Taylor	20	7	26	-1	16	5	24	-1
Dunn	16	4	20	-	15	5	25	-1
Engelhard	16	5	24	-1	17	4	19	-
Field	11	2	15	+1	11	2	15	+1
Franklin	10	2	17	-	12	3	20	-
Greathouse T.	19	3	14	+1	22	3	12	+2
Hawthorne	10	3	23	-	9	2	18	-
Hite	15	3	17	-	14	4	22	-
Lincoln	17	3	15	+1	14	4	22	-
Lowe	21	5	19	-	21	5	19	-
Norton	23	7	23	-1	23	6	21	-
Middletown	20	5	20	-	19	5	21	-
Portland	14	5	26	-1	16	4	20	-
Roosevelt	17	4	19	-	16	6	27	-1
Shryock	10	2	17	-	9	3	25	-
Stivers	9	2	18	-	10	2	17	-
St. Matthews	15	4	21	-	17	3	15	+1
Z. Taylor	16	4	20	-	16	4	20	-
Wilder	19	4	17	-	21	5	19	-
Total	389	100	20.4	-1	389	100	20.4	-2
Middle	W	B	% B	Gap	W	B	% B	Gap
Barret	22	6	21	-1	20	5	20	-
Crosby	30	6	17	-	34	7	17	+1
Highland	27	5	16	+1	24	4	14	+1
Kammerer	31	6	16	+1	33	5	13	+2
Meyzeek	25	8	24	-2	23	7	23	-1
Western	30	7	19	-	29	7	19	-
Total	165	38	18.7	-1	163	35	17.7	+3
High	W	B	% B	Gap	W	B	% B	Gap
Ahrens	47	8	14	-1	44	7	14	-1
Atherton	60	8	12	-	57	4	7	+3
Ballard	72	9	11	+1	68	6	8	+3
Central	62	13	17	-4	59	12	17	-3
Eastern	54	7	12	-	50	6	11	+1
Waggener	59	4	6	+4	62	5	8	+3
Westport	63	8	11	+1	55	5	8	+2
Total	417	57	12.0	+2	395	45	10.2	+9

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Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty "to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

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